

Effective Altruism DC

Code of Conduct | Last Updated February 2024

Introduction

Effective Altruism DC (EA DC) is committed to fostering a community where everyone is treated with respect, dignity, and kindness. Our mission is to create a space that encourages collaboration, innovation, and thoughtful discussion on how to make the world a better place effectively. This Code of Conduct (CoC) outlines our expectations for all members, volunteers, staff, and participants involved in our community, including online platforms such as Slack and Facebook, as well as at all events, meetings, and gatherings run or sponsored by EA DC.

Our Commitment

We aim to create a diverse, equitable, and inclusive environment where all members feel valued and respected. We believe in the power of diversity to enhance our collective ability to address complex challenges. EA DC is dedicated to providing a harassment-free experience for everyone, regardless of age, gender identity and expression, sexual orientation, ability, physical appearance, body size, race, ethnicity, nationality, or religious beliefs.

Professionalism

All members are expected to conduct themselves professionally at all times. Professionalism includes but is not limited to:

- **Confidentiality:** Respect the privacy of others. Confidential information shared within the community should not be disclosed without permission.



- No images, recordings, or attributed comments of others may be shared publicly without their explicit permission.
- By default, all EA DC spaces follow the [Chatham House Rule](#).
- **Integrity:** Act with honesty, integrity, and in the best interest of all beings. Avoid activities that could compromise the effectiveness and reputation of EA DC or any other organization in the effective altruism community.
- **No Sexual or Romantic Communication**
 - No communications or actions of a romantic or sexual nature may be exchanged in EA DC-managed spaces online (Slack, Facebook, LinkedIn) or events (in-person or online).
 - This includes but is not limited to:
 - The sharing of dating documents/profiles, publicly, privately, or by direct message.
 - Solicitation of a romantic or sexual nature, publicly, privately, or by direct message.
- **Respectful Communication:** Engage in considerate and respectful dialogue. Avoid personal attacks, derogatory remarks, and any form of harassment.

Event Conduct

At all EA DC events, members are expected to:

- **Inclusivity:** Make space for and listen to diverse perspectives. Do not dominate conversations.
- **Legal Compliance:** All members of the EA DC community will act in accordance with all laws and regulations governing the jurisdiction in which the event occurs.
- **Positive Engagement:** Promote constructive discussions and share knowledge to help others.
- **Privacy:** Do not share personal information about others without their explicit consent.
- Follow the event-specific rules and guidelines.

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- Respect the boundaries and consent of others. Always ask before engaging in physical contact or sharing content that might harm others' wellbeing.
- Consume alcohol responsibly, if available, and respect those who choose not to partake.

Harassment-Free Environment

Harassment of any kind will not be tolerated. This includes, but is not limited to:

- Deliberate intimidation, stalking, following, harassing photography or recording.
- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, physical appearance, body size, age, race, or religion.
- Sustained disruption of talks or other events.
- Unwelcome sexual attention or physical contact.
- Incitement of violence or harassment towards individuals or groups.
- Advocating for, or encouraging, any of the above behavior.

Reporting Process

If you experience or witness any conduct that violates this CoC, we encourage you to report it promptly.

- If you are unsure if your experience warrants intervention, we encourage you to err on the side of disclosing.
- All complaints made to EA DC organizers will be kept confidential by default.
- If you would like to report the incident, you are in control and have options:
 - You can contact the Directors of EA DC: [Andy Masley](mailto:Andy@EffectiveAltruismDC.org) (Andy@EffectiveAltruismDC.org) and/or [Arthur Wright](mailto:Arthur@EffectiveAltruismDC.org) (Arthur@EffectiveAltruismDC.org) If you feel comfortable doing so, you can set up a call with one or both of them to discuss your concerns.



- You can also contact [Megan Nelson](#). Megan is the Community Health Coordinator for EA NYC, and she is available if you would like to confidentially discuss your concerns about the EA DC community.
- If you prefer to remain anonymous you can fill in [our anonymous feedback form](#) and the EA DC directors will read any information you share. Please be aware that because this is an anonymous form, we won't be able to respond personally to these submissions.
- You can also contact the Community Health Team at the Centre for Effective Altruism by [using this form](#).

When reporting, please provide as much detail as you can and feel comfortable doing, including the date, time, location, and description of the incident, as well as the names of individuals involved, if known. All reports will be treated seriously and confidentially.

Enforcement

EA DC takes all reports of CoC violations seriously. If a violation is confirmed, appropriate actions will be taken, which may include but are not limited to:

a. Warning: The individual involved may receive a formal warning about their behavior. This warning may be either written or verbal.

b. Removal: In severe cases, the individual may be asked to leave an event or be restricted from future events.

c. Suspension: Continued violations may result in a temporary suspension from participating in EA DC activities. Severe violations may result in immediate suspension, rather than a warning.

d. Permanent Ban: In extreme cases or for repeated violations, an individual may be permanently banned from participating in our events or activities.

Though we strive for transparency in our decision-making, there may be times when—for legal reasons or otherwise—we may not be able to disclose details related to your case.



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Further, while we welcome all to engage with EA DC, members may be removed from the group at any time for any reason, with or without explanation.

Appeal Process

Individuals subject to enforcement actions have the right to appeal the decision. Appeals must be submitted in writing to the EA DC Board of Directors within 14 days of receiving the enforcement notice. The Board will review the appeal and make a final decision within 30 days.

Conclusion

This Comprehensive Code of Conduct is a living document, subject to revisions and updates as our community evolves.

By participating in EA DC's community, members agree to abide by these standards of behavior, contributing to a respectful, productive, and inclusive environment for all.

We thank all members for their commitment to these principles and their contributions to creating a positive and impactful community.

